

Defense Integrated Military Human Resources System (DIMHRS)



★ **DEFENSE INTEGRATED MILITARY HUMAN RESOURCES SYSTEM** ★



**Topic: Army DIMHRS Executive Overview
PSDR**

Briefer: COL Devine

Location: T-14

Date: 8 Dec 2006



Overview

- Talking Points
- Organization/Governance
- DIMHRS Defined
- Red Team Findings
- Army DIMHRS Go Forward Assessment and Results
- Current Status
- Functionality
- Systems Replaced
- Schedule
- Methodology
- Training
- Data/Interfaces
- Risks and Finance Concerns
- Summary



My Main Talking Points

- 480 Days till 1 Apr 2008
- Fielding is 3d Quarter 2008
- Turn-Key Implementation (All Components/All Functions)
- Understand Change Management within DIMHRS
- It is best to subsume and not interface
- Your support is critical to the effort
- It's the process not the software !!!!



Why Should You Care?

- DIMHRS is real
 - The Personnel Community is going to change, and
 - Your work will be executed differently
- DIMHRS is serious – It will change the way we execute and track
 - Military Pay
 - Self Service/Electronic Routing/Digital Signature
 - Assignments
 - Personnel Actions
 - Much more
- DIMHRS will have a direct impact on data and information systems
 - Key data systems will be subsumed
 - Legacy personnel and pay systems will be shut down
 - Support is required for testing and data migration
 - Key data personnel will need retraining and reassignment to support the newer systems
 - Access likely to require CAC
- Deployment is 3d Quarter FY08



Many Tanks



For what you do
For the Nation
For Soldiers
For Civilians
For Families



Mole Story





DIMHRS Expectations

- DIMHRS will not
 - Promote
 - Assign
 - Reduce

COMMANDERS do that !!!

DIMHRS is a tool

Current Systems problems will only go away if they are worked.



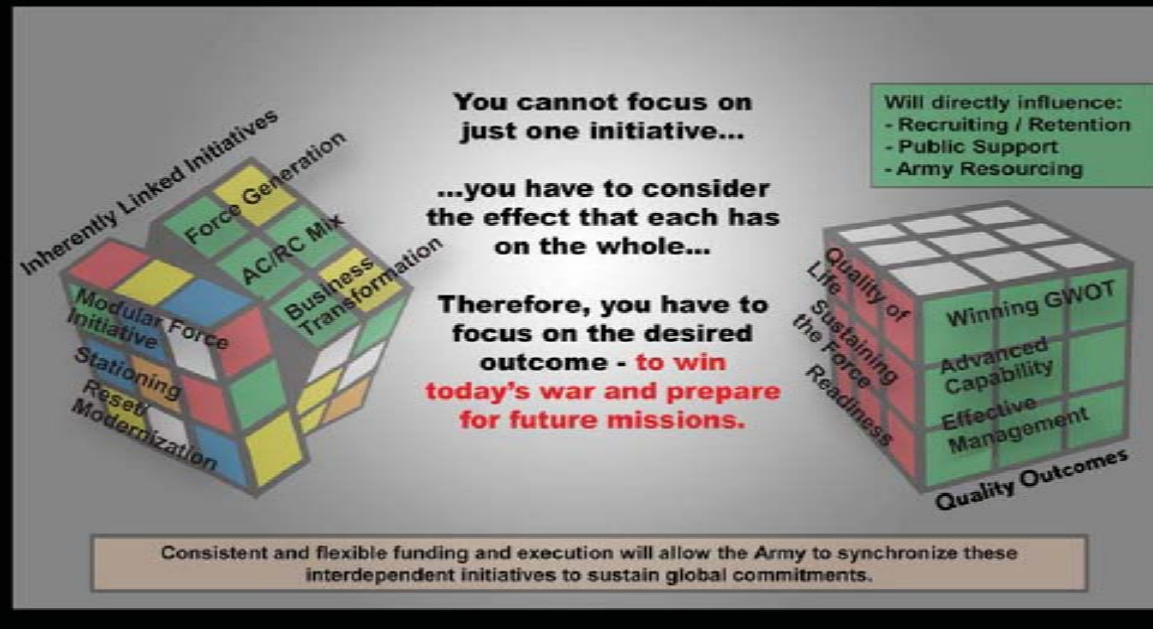
What You Should be Asking

- Why are we doing this ?
 - Today's systems are disconnected, unintegrated, and ineffective.
 - Directive: Reduce admin workforce & return the investment to the warfighters
 - Directive: Reduce workload and simplify procedures.
- Why are we doing this now ?
 - We have been ineffective in doing it previously- we need to make it happen.
- How is this going to impact me & my organization ?
 - Reliance on Self Service
 - Electronic workflow
 - Digital Signature
 - System Administration Responsibilities (Work Flow etc)
- How will we work together to make this happen ?
 - Strategic Communications, Change impact and Training
- What do I need to do to prepare myself
 - Emphasis training/change management
 - Apply the Deployment Plan instructions



FOCUS- The Army Game Plan

COMPLEX INTERRELATIONSHIPS



VISION

To successfully implement a properly tested and fully integrated personnel and pay system (DIMHRS) to all Army Components with properly trained users by 3d Quarter FY08.

Part of Army

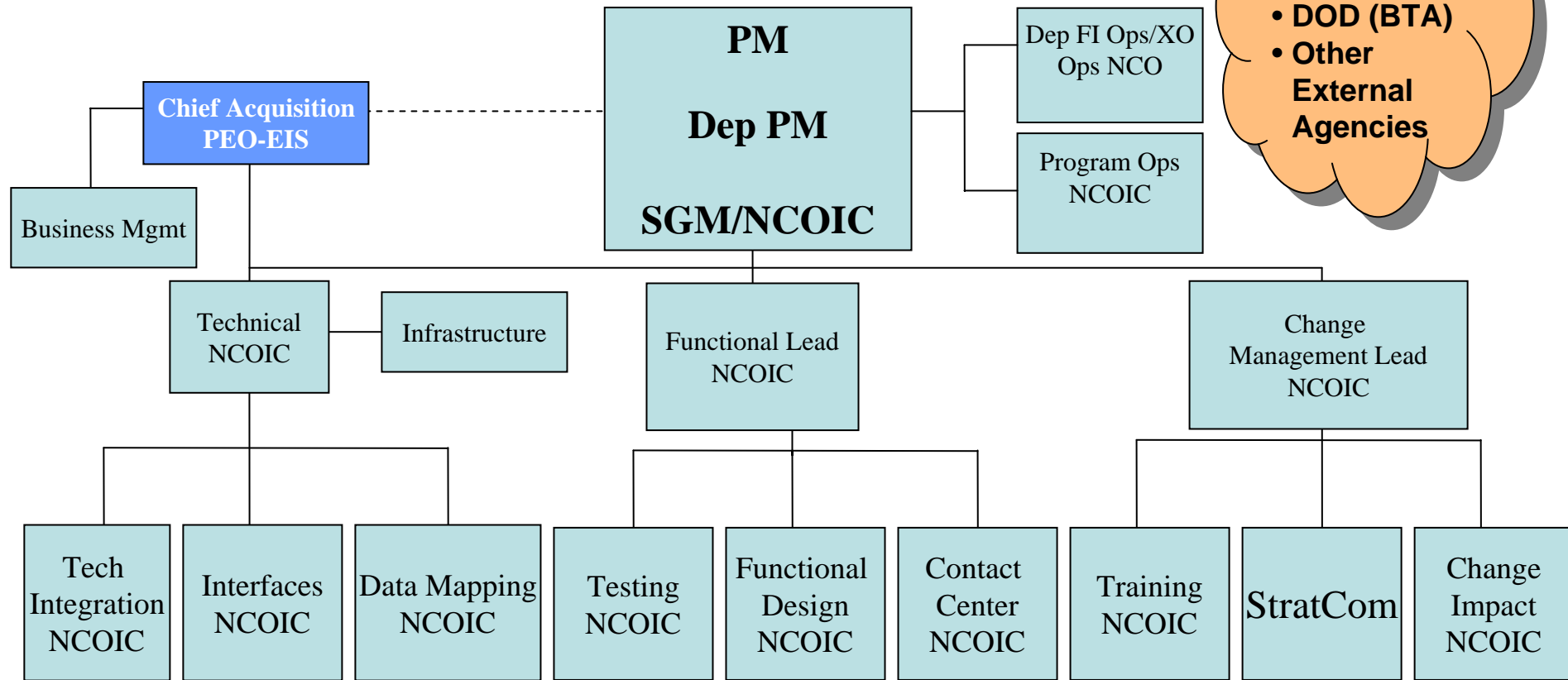
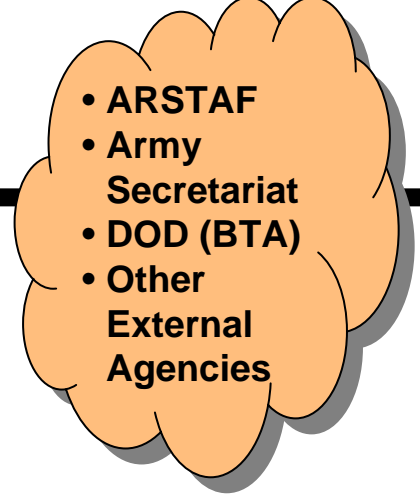
Transformation

PSDR/DIMHRS/OPMS

- **Reengineer** our reset, repair, manufacturing, and **administrative processes**...
- Apply information technology to achieve further process improvement.
- Establish a three dimensional Army culture passionate about continuous improvement... focused on performance... with a foundation based on Army values
- **ACHIEVE MAJOR REDUCTIONS IN COST AND CYCLE TIME WHILE IMPROVING QUALITY OF OUTPUT**

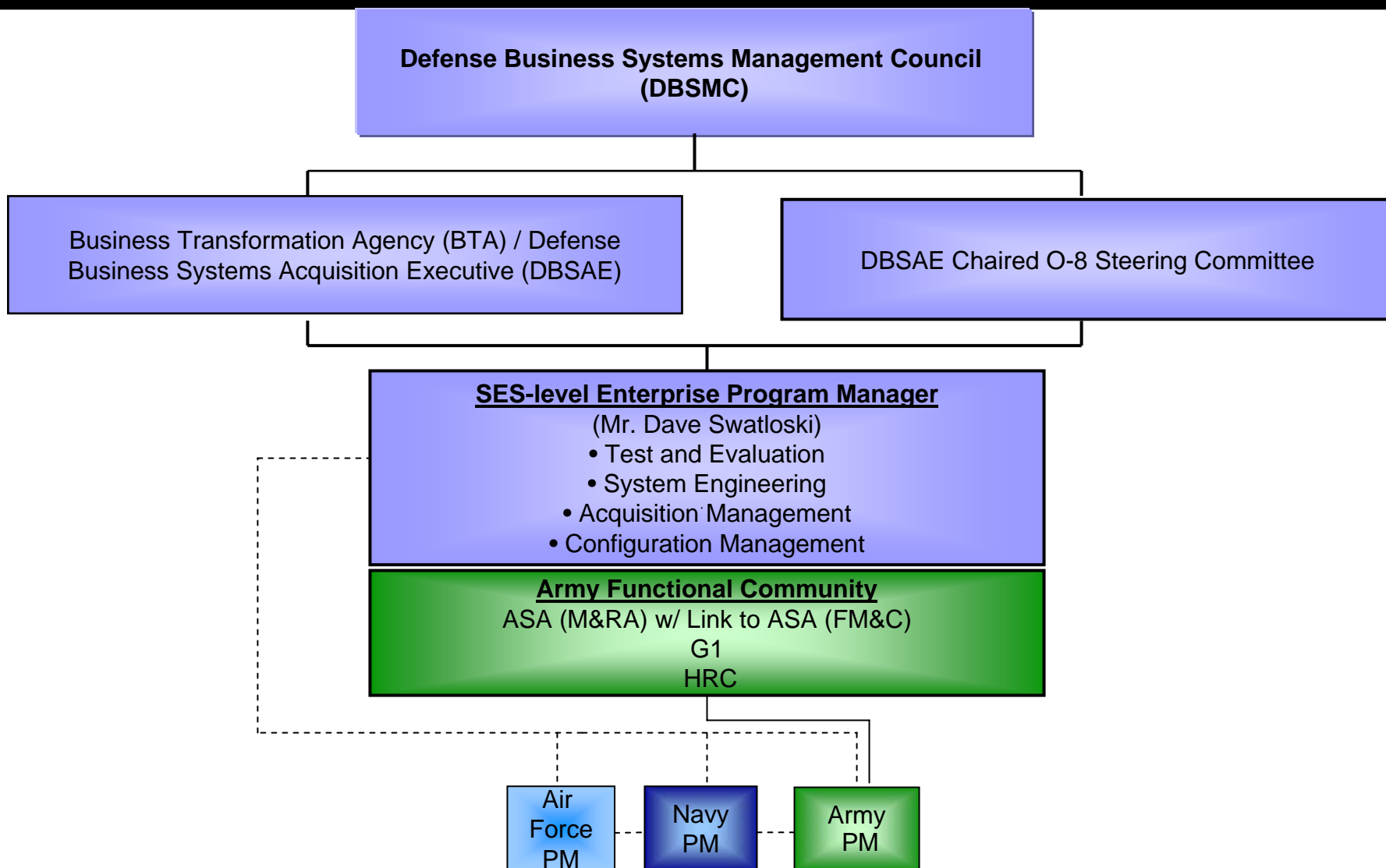


DIMHRS Organization



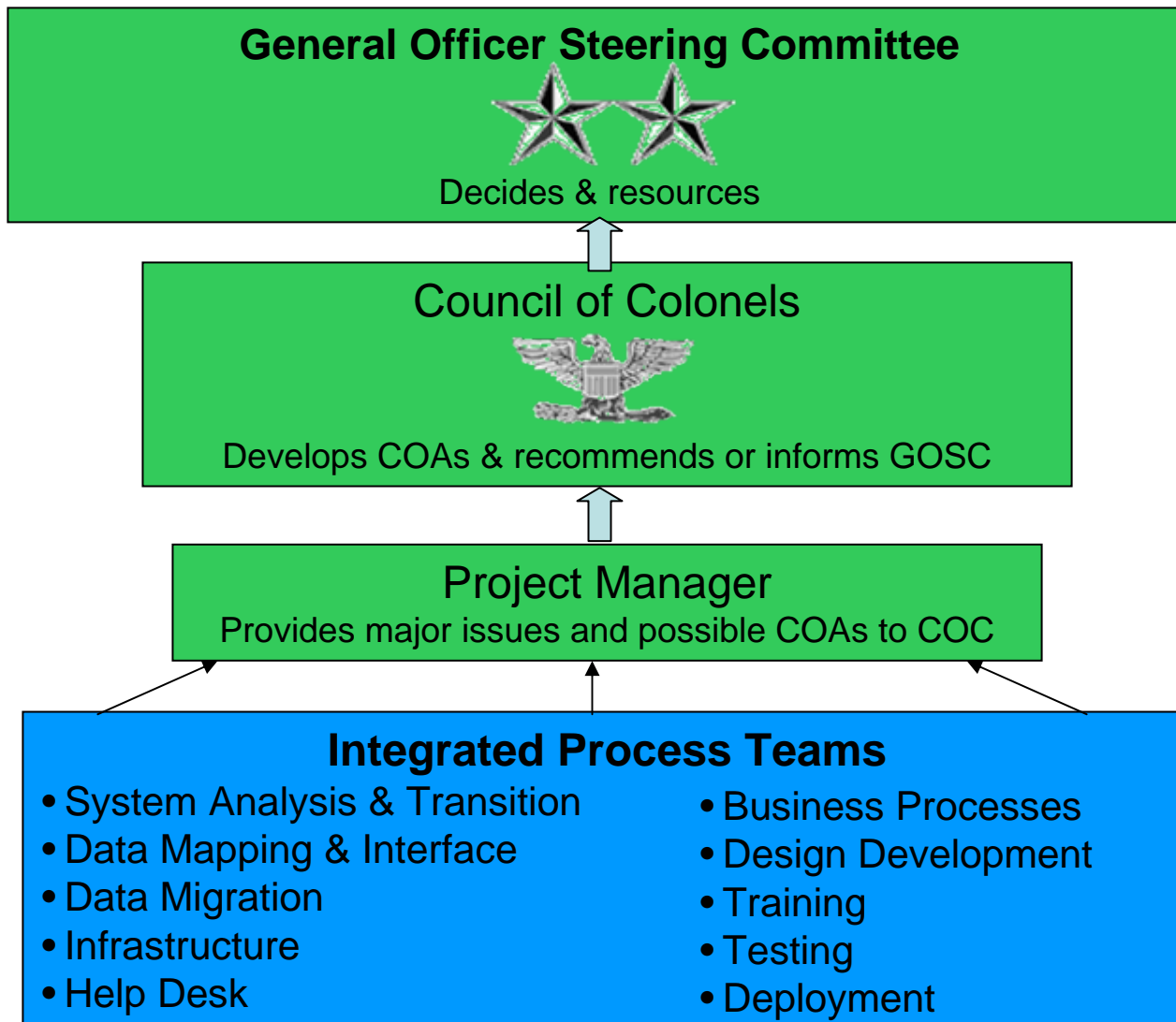


OSD-Level Governance





Army DIMHRS Governance





What is DIMHRS?

DIMHRS (Pers/Pay) System Description

- **Congressionally Mandated**
- Part of DoD Enterprise Resource Planning (ERP)
- Web-based Commercial Off-The-Shelf (**COTS**) based on PeopleSoft® software
- Provide a Joint, standard, rules based, single military personnel and pay system with a set of core processes common to all Services
- Support Multi-Service, **Multi-Component**, Joint and Combined task organized forces
- Support Service unique/specific functionalities
- Meet or exceed current **Pers/Pay** support capabilities
- Have capability for:
 - One-time data entry that automatically triggers all Pers/Pay actions
 - Service member self-service via web
 - No manual reconciliation requirement



Red Team High Level Findings – July 2005

- **Governance** – No DoD enterprise-wide oversight
- **Program Management** – Not focused and unclear boundaries
- **Schedule** – Integrated Master Schedule does not exist
- **Funding** – Program has been in formal breach for over a year
- **Performance** – Disconnect between requirements and solution design
- **Requirements** – Services do not understand what has been developed and how their full functional requirements will be met
- **Change Management** – Services unclear as to what legacy systems will be fully or partially subsumed
- **Communications** – Services provided conflicting guidance from JR&IO and JPMO
- **Commitment** – Services: Program support varies
- **Business Process Reengineering** – Services question whether this approach will meet their needs at the detail process level



Army DIMHRS Go Forward Assessment (ADGFA) Overview – Aug to Nov 2005

- **ADGFA**

- Army DIMHRS is a viable solution to the personnel and pay requirements if major customization and configuration requirements were met
- Alternative to DIMHRS was rejected as too costly
- Army identified need to further define requirements – New business Process Development

- **DBSMC Decision**

- **1 Dec 2005** Army was directed to proceed with DIMHRS; there is no other alternative
- Air Force and Navy performed similar but independent assessments
- Service specific program managers to be appointed
- Funding shortfalls to be addressed at OSD level

*** In a separate assessment - the Navy decided to use the Marine Corps Total Force System (MCTFS) and not DIMHRS.



Army DIMHRS Current Status

Schedule:

- Functional – completed Army requirements review 15 Sep 06
- Technical – interface and data preparation currently on track
- Development is in progress
- The fielding date for DIMHRS is 3d Quarter FY08

Governance:

- OSD-Program managed by the BTA
- SES-level PM
- OSD 08-level Steering committee, included in DBSMC
- Army General Officer Steering Committee
- Army Council of Colonels

Cost:

- Depends on the functionality (Army Unique Functionality will be paid by the Army)

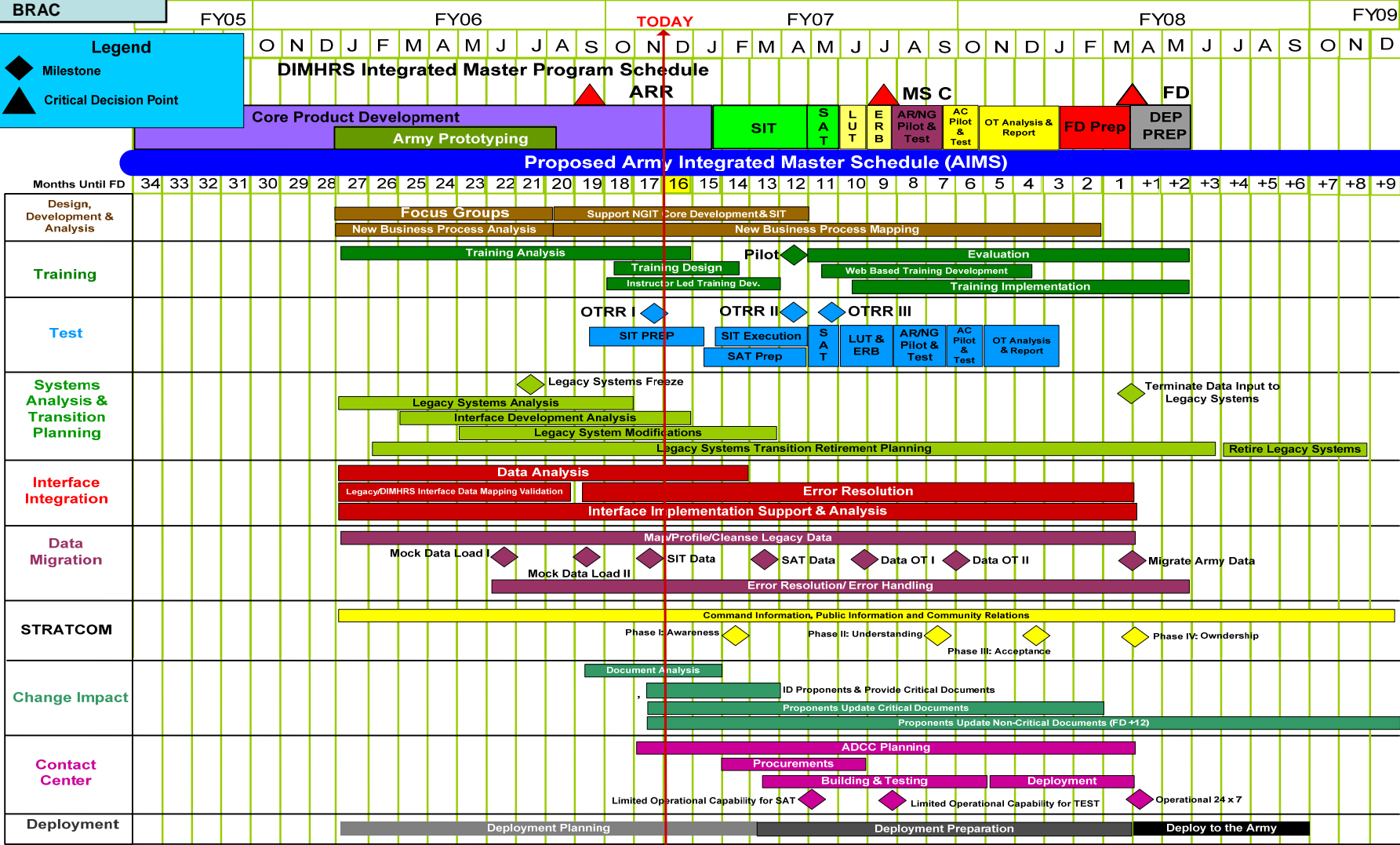


Army DIMHRS Milestone Schedule – December 06 Update

Concurrent Efforts:
PSDR
BRAC

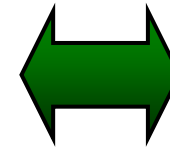
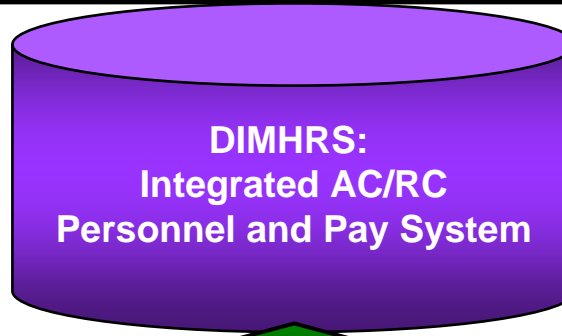
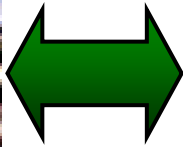
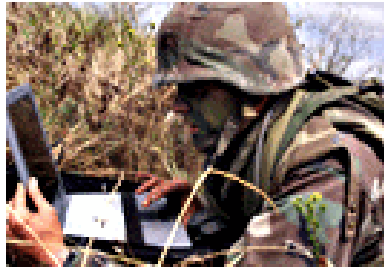
Legend

- ◆ Milestone
- ▲ Critical Decision Point





DIMHRS Will Provide:



Warfighter/Commander

- AC / RC single database
- Seamless strength management & accounting
- Personnel asset visibility for decision support
- Pay & Benefit Data
- Combat zone entitlements and tax implications
- Joint capability

**NIPRNET BASED –
Unclassified System**



Soldier

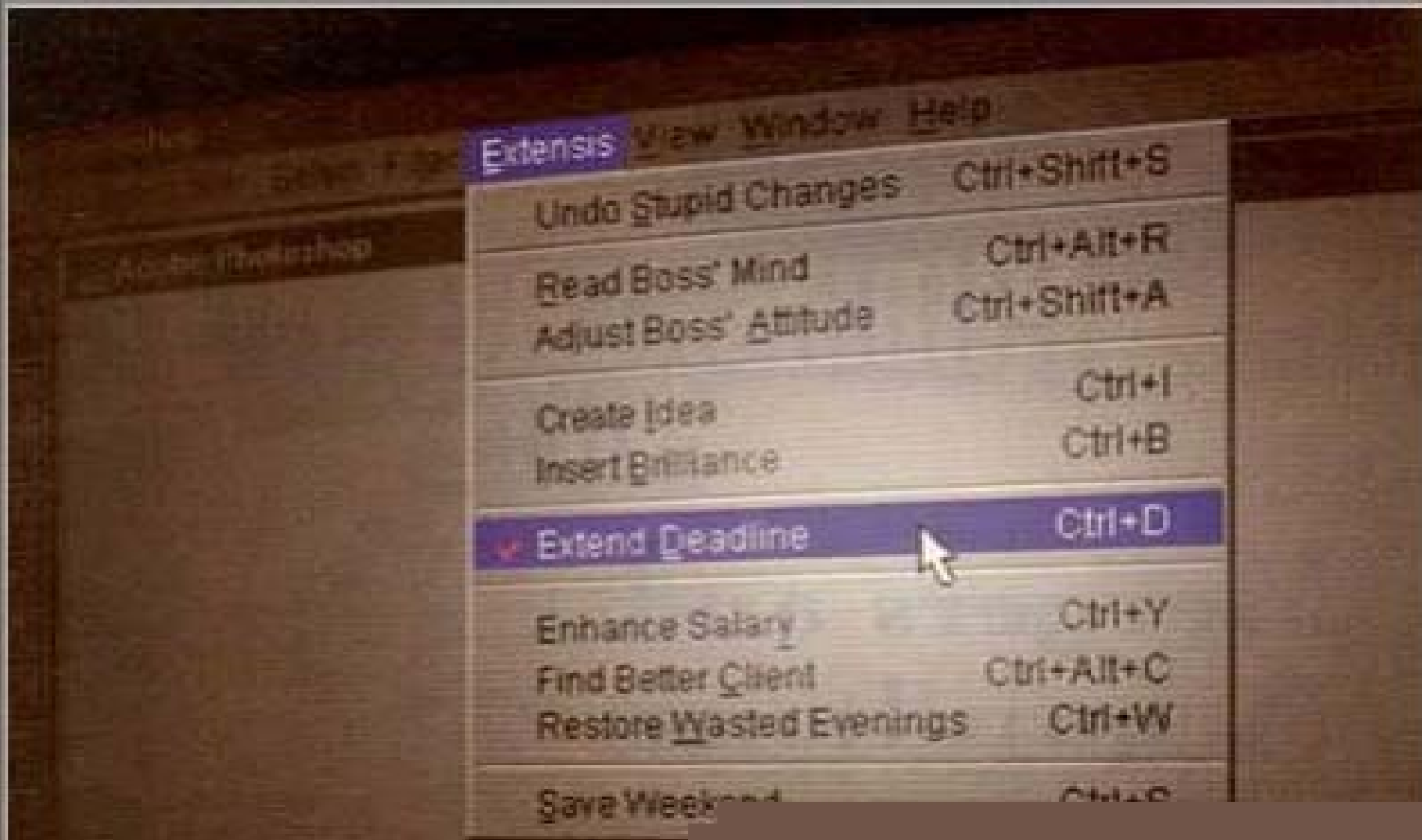
- Increased (web-based) self-service decreases time away from unit
- Personnel and pay in a single system
- Complete real-time actions

HR Manager

- Single data entry
- Automated work-flow processes for personnel and pay business with policies embedded in automated business rules
- One personnel and pay record per soldier to include history (true integration of AC/RC)



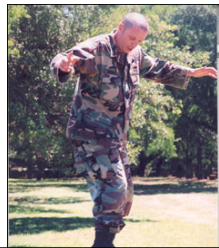
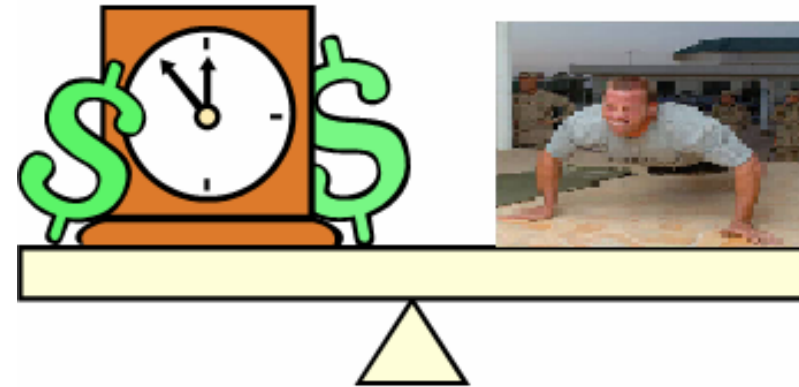
Desired System Functionality





Balance

Balancing the three main factors of



Cost

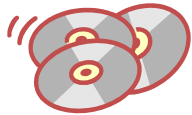
Schedule/Time

Capability



Commercial- Off the Shelf

A complete Human Resources Software Solution



↖ PeopleSoft Software



Optimal Course of Action

- 1) Use existing applications
- 2) Use existing values



Other Courses of Action

- 1) Modify existing applications
- 2) Modify existing values
- 3) Add features (Bolt-ons)





Culture Shift:

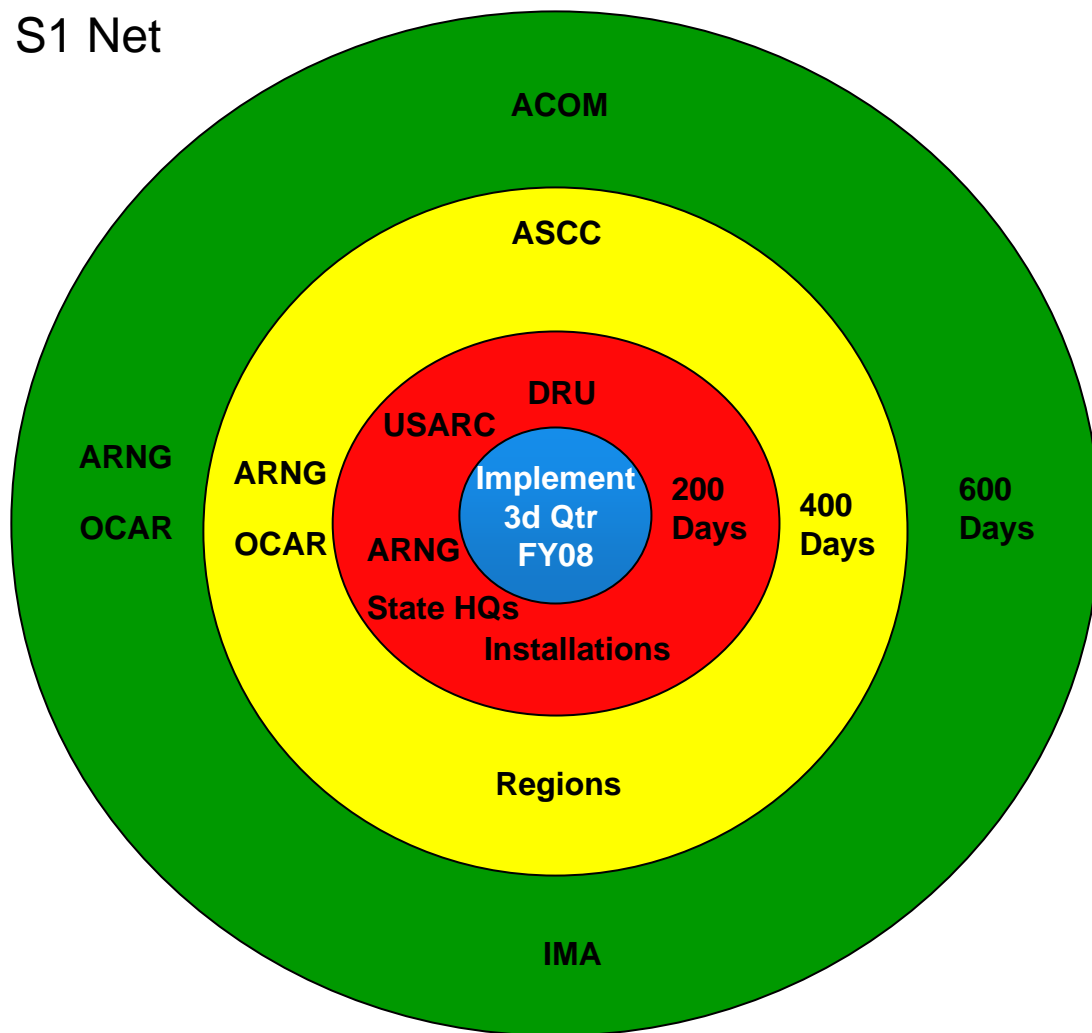
- DOD Program (We do not own it)
- Different Language (COTS vs Military)
- Increased self reliance (Self Service)
- Less Finance Corps interaction (Org Impact)
- Everyone is a user (Training Impact)
- Streamlined Processes
 - Paperless- Leaders approve in the system
 - Electronic Routing
 - Embedded results from actions
 - Web enabled - (Access from virtually anywhere)
 - Less reliance on the Finance Corps for Military Pay

Current Term	DIMHRS Term
Soldier name	Employee name
Leave	Vacation
Unit/UIC	Department
N/A	Employee ID*
SSN	National ID
Enlistment	Hire
Re-enlist	Re-hire
BASD	Original hire date
MOS	Job Family



S1 Net

AKO Targeting



5 Major Initiatives next 45 days

1. Reserve Magazine full page poster spread (Dec)
2. CGSC DIMHRS Brief (5 Dec)
3. Transformed Theater Level HR Operations Conference (8 Dec)
4. Soldiers Magazine 2-page poster spread (Dec)
5. ACOM/IMA/ARNG/USAR IPR VTC (19 Dec)

www.armydimhrs.army.mil

DIMHRS Web Page

Senior HR Leader Updates



Defense Integrated Military Human Resources System



Integrated
Personnel & Pay



All Components
in One Database



Self-Service



COMING IN 2008
www.armydimhrs.army.mil

DIMHRS is a congressionally mandated program spearheaded by the Department of Defense and will result in the Army significantly transforming the way it delivers military personnel and pay. DIMHRS will provide Soldiers significant self-service capabilities, integrate all our Components on one database, and significantly reduce workload for Commanders and Soldiers.

Supporting the Soldier is at the core of the Army's mission, and DIMHRS will provide the Army with a much-needed integrated personnel and pay system to ensure timely and accurate compensation, benefits, and entitlements for the more than 1.3 million Active, Reserve, and National Guard Service members.

DIMHRS addresses current major deficiencies in the delivery of military personnel and pay services, reduces stove-piped legacy systems creating a more streamlined system in support of the military mission and personnel transformation goals, and provides better integrated HR services to the Soldier and their family.

Soldiers can stay informed on the progress of this historic personnel and pay transformation by simply logging onto the Army DIMHRS Web site at www.armydimhrs.army.mil.



Design, Development and Analysis Methodology

(0) Information Distribution

Provide the BP Package to the Team Lead, NGIT Lead, and a Data rep for review/ Determine appropriate SME skills. Build BP Support Network.

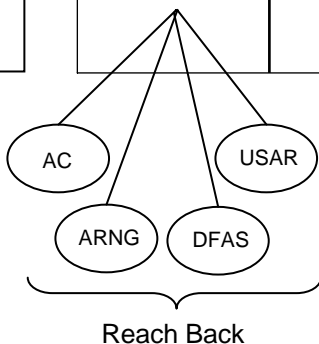
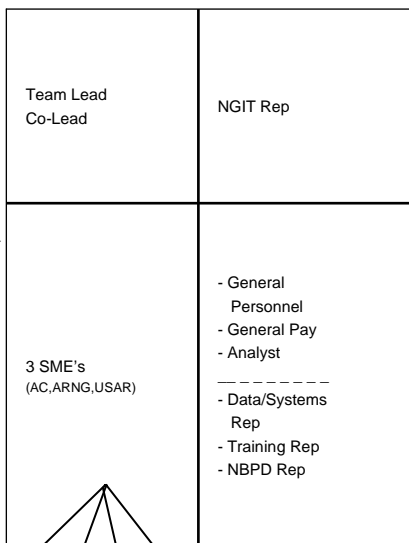
(1) Intro Meeting

- Team Leads meet with the NGIT Lead and a Clearinghouse rep.

(2) Team Strategy Meeting

- Team Lead, NGIT Lead, and the core FG team meet to discuss roles and the intro

(3) Focus Group



(4) Output

- SSS
- Business Rules
- Roles
- Workflow
- Configuration Values

(5) Clearinghouse

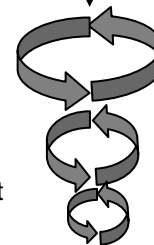
- Oversight of Focus Group
- Validate Focus Group output
- Track Workflow, Roles and Permissions Synchronization
- Prototype
- Conflict Resolution Committee
- New Business Process Flows

(6) Handoff

- A) To NGIT
 - SSS
 - Business Rules
 - Roles/Permissions
 - Workflow
 - Configuration Values
- B) Final Record
 - Save a copy of finalized documents

Clarifying Questions from Clearinghouse

Spiral Prototyping by NGIT and Validation by the Army (Team Lead and Core Team, at minimum)





DIMHRS Training Issues

- How we train the Force (Andragogy- Adult Learning)
 - Just-in-time training
 - Gauge demonstrated proficiency
 - Train on deficient proficiency
- Institutional Training
 - MOS provided courses
 - Professional development
 - Military unique training vs. civilian/contractor training requirements
 - Training an HR Specialist vs a Personnel Operator
- Super User – System Administrator - SGM's Review
 - Determine course of action
 - Considerations
 - Structure
 - Identify assignment requirement
 - Training method
- Resourcing



Training

Users

Super User
HR Specialist
Managers
Self Service

Trainers

Master Trainer
Train the Trainer
New Equipment Trainer
Schoolhouse

Methods

Classroom
Distance Learning



Certification/
Permissions

Assessment

Training
Required

Tng
Courses

Roles ->
Capabilities

HR Specialist Rpts

ID Role





Training Issues

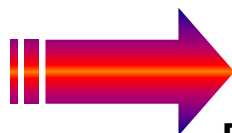
- Master Training Schedule- Army
 - Devoting Time
 - T3/NET Training
 - Number of classrooms available to conduct T3 training
 - Deployed Theater Training
 - MDW Area Training
- ➔
- Tasker to Components
 - 412 Trainer-The-Trainers (T3s) [80 hrs. classroom/48 hrs. Distributed Learning (DL)]
 - AC 125, AR 125, ARNG 162
 - Receive Training (0108-0208)
 - Teach NET (0208-0308)
 - 4,688 NET (80 Classroom / 48 DL)
 - Receive Training (0208-0308)
 - Teach subordinate population (0308-0408)
 - Institution-
 - DB- Sandbox Delivery/Maintenance
 - SSI as Joint Level Training Base
 - Super User
 - Structure
 - Responsibilities
 - Identification (Tracking mechanism)
 - Training (Military, Civilian, Contractors)
 - Assessment
 - Certifying personnel for use
 - Training required



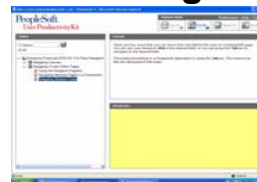
Training Statistics

Training Two Types

- Application Training
- Army New Business Process Training



Army DIMHRS Training



EPMO/Northrop Grumman

Army Master Trainers
Army Train the Trainers- T3
New Equipment Trainers

<u>Students</u>	<u>Instructor</u>	<u># Students</u>	<u>Duration-hrs</u>	<u>Start</u>	<u>End</u>
Master Trainer	Oracle/NGIT	15	128	4/06	1/07
Testers	Master Trainer	TBD	128	1/07	4/07
Help Desk	Master Trainer	TBD	128	5/07	6/07
Super Users	Master Trainer	TBD	TBD	2/08	4/08
Train-the-Trainer	Master Trainer	412	128	1/08	2/08
Net Trainer	Train-the-Trainer	4,688	128	2/08	3/08
Hr Spec	Net Trainer	75,000	88	3/08	4/08
Mgrs	Distributed Learning	80,000	40	3/08	TBD
Self Svc	Distributed Learning	1.3M	40	3/08	TBD





Multi-Component Train-the-Trainers (T3s)

Active Component PPA/Location	T3s
1D/USAREUR	15
3C/KOREA	7
3F/JAPAN	2
3G/HAWAII	3
4A/ALASKA	2
5A/PUERTO RICO	2
AH/FT. HUACHUCA	2
AN/REDSTONE ARS	3
KA/ARMY STAFF	0
KB/FT. DIX	2
KC/ABERDEEN PROV	2
KD/FT. MEADE	3
KE/FT MYER	0
KF/ FT. BELVOIR	0
KG/FT EUSTIS	2
KH/FT. LEE	2
KJ/FT. KNOX	3
KN/FT. MONMOUTH	2
KW/WALTER REED	0
LA/FT. BRAGG 18TH	8
LB/FT. BRAGG 82ND	4
LG/FT. BENNING	3
LJ/FT. MCPHERSON	3
LK/FT. GORDON	2
LP/FT. CAMPBELL	4
LR/FT. STEWART	5
MB/FT. WOOD	3
MC/FT. RILEY	2
ME/FT. LEAVENWORTH	2
MF/FT. SILL	2
MG/FT. SAM HOUSTON	3
MH/FT. MCCOY	3
MJ/FT. BLISS	3
MK/FT. HOOD	8
ML/FT. POLK	3
NB/MONTEREY, CA	2
ND/FT. LEWIS	3
NE/FT. CARSON	3
NJ/FT. IRWIN	2
PF/FT. DRUM	3
WP/USMA (WEST PT)	2
OW/HRC	0
Total	125

NG STATE/ TERRITORIES	T3s	NG STATE/ TERRITORIES	T3s
AK	3	MT	3
AL	3	NC	3
AR	3	ND	3
AZ	3	NE	3
CA	3	NH	3
CO	3	NJ	3
CT	3	NM	3
DC	3	NV	3
DE	3	NY	3
FL	3	OH	3
GA	3	OK	3
GU	3	OR	3
HI	3	PA	3
IA	3	PR	3
ID	3	RI	3
IL	3	SC	3
IN	3	SD	3
KS	3	TN	3
KY	3	TX	3
LA	3	UT	3
MA	3	VA	3
MD	3	VI	3
ME	3	VT	3
MI	3	WA	3
MN	3	WI	3
MO	3	WV	3
MS	3	WY	3
TOTAL 162			

Reserve Component		T3s
Regional Readiness Commands		
9th RRC	Honolulu, HI	TBD
63d RRC	Los Alamitos, CA	TBD
65th RRC	Ft. Buchanan, PR	TBD
70th RRC	Seattle, WA	TBD
77th RRC	Flushing, NY	TBD
81st RRC	Birmingham, AL	TBD
88th RRC	Ft Snelling, MN	TBD
89th RRC	Wichita, KS	TBD
90th RRC	North Little Rock, AR	TBD
94th RRC	Ft Devens, MA	TBD
96th RRC	Salt Lake City, UT	TBD
99th RRC	Moon Township, PA	TBD
TOTAL 125		





Testing Facts (SIT/SAT/LUT/OT Scope)

SIT

Systems Integration Test

SAT

Systems Acceptance Test

LUT

Limited User Test

OT

Operational Test

- System
 - **System Subsystem Specifications (SSS)** Section 3.1 Functional Requirements
 - SSS Section 3.2 Interface Requirements
 - SSS Section 3.3 Technical Requirements
 - SSS Section 3.5 Sustainment Requirements
 - Security
 - SSS Section 3.4 Security Requirements (Information Assurance)
 - Stress
 - Critical Technical Parameters, KPP's, and **System Performance Parameter (SPPs)**
 - Payroll Parallel
 - SSS Section 3.1.3 Compensation
 - Begin Program Certifications
 - Ex: **Defense Information Technology Security Certification & Accreditation Process (DITSCAP)**, Interoperability, **Federal Financial Mgmt Improvement Activity (FFMIA)**
 - Interfaces
- Responsible Org: NGIT/EPMO
Testers: NGIT
Location: New Orleans
Length: 14 weeks

- **Operational Requirements Document (ORD)**
 - Early Assessment of **Critical Operational Issues (COIs)**
 - **Measures of Effectiveness (MOEs)**
 - Degree to which the system performs its mission
 - **Measures of Suitability (MOSs)**
 - Degree to which the system is usable in its intended environment
 - **Critical Technical Parameters (CTPs)**
 - Measurable criteria used to determine whether **Key Performance Parameter (KPP)** thresholds and objectives have been met
 - Interfaces
 - Security
- Responsible Org: EPMO/NGIT
Testers: NGIT/Army
Location: TBD
Length: 4 weeks

- Operational Requirements Document (ORD)
 - Assessment of Critical Operational Issues (COIs)
 - MOEs
 - Degree to which the system performs its mission
 - MOSs
 - Degree to which the system is usable in its intended environment
 - The system meets the end-to-end testing of each **Critical Mission Function (CMF)**
 - Verify DIMHRS operational capabilities, such as the Help Desk, Training, and System Maintenance.
 - Business Processes
 - CTPs
 - Measurable criteria used to determine whether Key 15 week Performance Parameter (KPP) thresholds and objectives have been met
 - Validate Program Certifications
 - Ex: DITSCAP, Interoperability, FFMIA
 - Interfaces
 - Security
- Responsible Org: ATEC
Testers: Units
Location: TBD (Ft Hood?)
Length: 3 week test, 3 week analysis

- Event driven test
 - Testing is based on the normal events of the Army, National Guard, and/or Reserves
 - Assess:
 - Effectiveness
 - Suitability
 - Survivability
- in an operational environment with real data and actual users.
- Responsible Org: ATEC
Testers: Units
Location: Units
Length: 14 week test, 12 week analysis



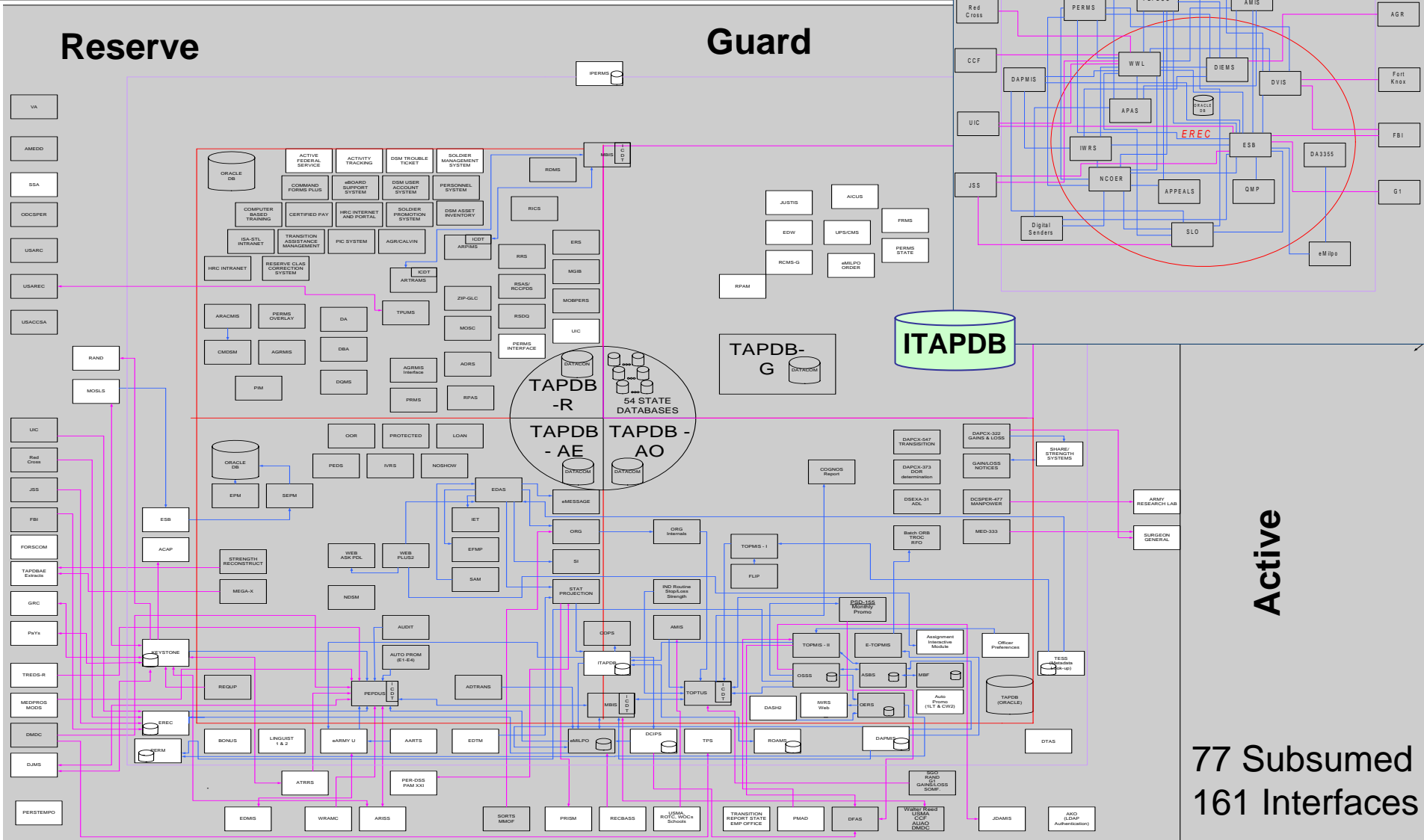
Testing Facts (Army Expectations for Each Test Stage)

This is a working document

	SIT	SAT	LUT	OT
Preparation	<ul style="list-style-type: none">Review test conditions, scenarios and data. Provide feedback/ suggestions for improvement.	<ul style="list-style-type: none">Review and provide input into system test scenarios. Provide feedback/ suggestions for improvement.	<ul style="list-style-type: none">Develop Army DIMHRS LUT scenarios.Define test conditions, data used for testing, expected results, updates, file outputs and report results.	<ul style="list-style-type: none">Recommend units for testing
Execution	<ul style="list-style-type: none">Attend the SIT test event to observe and help mitigate SAT/LUT/IOT test risks. 3 Full Time Employee (FTE)Review and provide input into system test scenarios [Note: Army will not develop these system test scenarios].Participate in parallel payroll reconciliation activities.Interfaces: Support data conversion and persistent interface testing related to SIT.Contact Center: ____	<ul style="list-style-type: none">Participate in testing by completing transactions based on test scenarios. (xFTE)Document results.Assist in regression tests.Interfaces: Support data conversion and persistent interface testing related to SAT.Training: Train all users.Contact Center: ____	<ul style="list-style-type: none">Participate in the LUT test event (x FTE)Interfaces: Support data conversion and persistent interface testing related to LUT.Training: Train all users.Contact Center: 100%	<ul style="list-style-type: none">Attend the IOT test event to observe and help mitigate test risks.Interfaces: Support data conversion and persistent interface testing related to IOT.Participate in parallel payroll reconciliation activities.Training: Train all users.Contact Center: 100%
Review	<ul style="list-style-type: none">Participate in System Problem Report (SPR) Board reviews. <p>Responsible Org: NGIT/EPMO Testers: NGIT Location: New Orleans Length: 14 weeks</p>	<ul style="list-style-type: none">Participate in SPR Board Reviews. <p>Responsible Org: EPMO/NGIT Testers: NGIT/Army DIMHRS Location: TBD Length: 4 weeks</p>	<ul style="list-style-type: none">Participate in SPR Board Reviews. <p>Responsible Org: Lead OTA Testers: Army DIMHRS/Units Location: TBD Length: 3-6 weeks</p>	<ul style="list-style-type: none">Participate in SPR Board reviews. <p>Responsible Org: Lead OTA Testers: Units Location: Units Length: 14 weeks</p>



Army Legacy HR Systems





Subsumed Legacy Systems/Databases

Distribute

- ADTRANS**
- AGRMIS
- AGRMIS-Informix**
- AGRMIS-Interface
- AORS
- APAS-E
- ASGNOM (DAPCX-386)**
- ASK**
- EDAS
- eMILPO
- MMOF-DB
- PEPDUS3
- RSAS/RCCPDS
- RSDQ
- SAM**
- SIDPERS-ARNG
- SMS
- TOPMIS
- TOPMIS II
- TOPTUS
- TPUMS
- UPS/CMS/MILPO Orders

Cross Functional

- HBA-010**
- ICDT
- MBIS
- MEGAX**
- Oracle-AO**
- PERSLOC**
- PRMS
- Sidpers3-Collection
- RDMS
- TAPDB-AE
- TAPDB-AO
- TAPDB-G (ARNG)
- TAPDB-R
- TDRL (AR)**
- UIC
- WWL**
- ZIP/GLC**

Acquire

- AMIS
- ORR**
- RETAIN
- RICS
- RRS

Deploy

- MOBLAS (DARTS)**
- MOBPERS
- ROAMS
- RVPS

Develop

- ARACMIS
- EPM
- ERS
- NES
- OERS-E
- OSSS
- QMP-CS
- SEPM

Compensate

- MGIB
- JUSTIS**
- DJMS AC
- DJMS RC
- DMO
- MyPay
- 5 Year Tax History

Sustain

- ARPIMS
- ARTRAMS
- DAPMIS
- ITAPDB
- IWS-AFS
- IWS-AGR
- IWS-SOQ
- RLAS (per/pay)
- RPAM**
- RPAS
- SLO
- UPDB

Transition

- Early Out**
- INPROC/OUTPROC/RUU**
- IWS-TAM
- TRANSPROC III**
- USA RET PERS**

Structure

- TAADS-Reserve

**Additional Army Legacy Systems on GAO or DIMHRS ORD B Subsumption List



Major Capability Expectations at IOC

IN DIMHRS

Not in DIMHRS

Single Integrated Database—1 Soldier/1record	Tuition assistance—Interface
Military Pay	Casualty operations (DCIPS)—Interface
Awards and decorations	Training seat management (ATRRS)—Interface
In and out processing	Historical document storage (PERMS) —Interface
Personnel Action Requests with automated eligibility	Classified deployed accountability(DTAS)—Interface
Deployment availability/soldier readiness	Authorization documents (TAADS)—Interface
Assignments, transfers, deletions, deferments	Accessions—DoD decision: system has capability
Personnel accounting and strength reporting	
Personnel management—job history, education history, competencies, eligibility, assignment preferences, restrictions, reclassifications	Strength forecasting and inventory modeling—under review
Reenlistments, retirements and separations	Cover program management—under review
Evaluations	
Record NJP and disciplinary actions	
Promotions/demotions	In board process—prototype available for review
Self Service	
Duty status	



Business Areas

DIMHRS contains 21 Business Areas (BA), or functional work areas, which are all connected and interact with each other within the system.

- 1. Hire Enlisted (BA 1)**
- 2. Transfer (Assignments) (BA 2)**
- 3. Compensation and Pay set-up (BA 3)**
- 4. Hire Officer (BA 4)**
- 5. Termination (BA 5)**
- 6. Family Status Change (BA 6)**
- 7. Leave Accrual/Other Benefits (BA 7)**
- 8. Contracts (BA 8)**
- 9. Administer Correction of Records (BA 9)**
- 10. Plan Careers/Administer Training (BA 10)**
- 11. Transfer (Inter & Intra Service, Reserve Category Change, Transfer to/from Active Duty) (BA 11)**

- 12. Assignment (TDY, Deployments) Track Global Assignments (BA 12)**
- 13. Change Personnel Grade (Promotion/Demotion) (BA 13)**
- 14. Re-hire Enlisted (BA 14)**
- 15. Re-hire Officer (BA 15)**
- 16. Retirement (BA 16)**
- 17. Duty Status Changes (BA 17)**
- 18. Retirement Point Accounting (BA 18)**
- 19. Disciplinary Actions/Grievances (BA 19)**
- 20. Monitor Health and Safety (BA 20)**
- 21. Honors and Awards (BA 21)**



“Self-Service Items”

Finance

- Start/Stop or Modify Discretionary Allotments & Savings Bonds
- Employee Withholding Request (Form W-4)
- Employee Reissue W-2 Request
- Direct Deposit Information Change
- State of Legal Residence Change

Personnel

- Member Personal Information Update
- Personal Action Request

Benefits

- Thrift Savings Plan Enrollment

View Only

- Dependent Information
- Certificate of Release or Discharge from Active Duty (DD 214)
- Correction to DD Form 214 (DD 215)
- Service Members' Group Life Insurance (SGLI) Election
- Leave & Earnings Statement
- Record Brief
- Currently Assigned Checklists
- Civilian Education; Military Education; Awards; Enlistment/Reenlistment
- Contracts; Evaluations; DA Photo
- Wage and Tax Statement (Form W-2)



“Personal Action Request (PAR)”

Request for Assignment

Volunteer for Assignment; Early Return of Dependents from Overseas;
Assignment Curtailment/Deletion/Early Arrival Request; etc...

USAR/ARNG Requests

Active Duty for Training (ADT); Individual Mobilization; etc...

Request for Voluntary Separation/Discharge

Enlisted Soldier Pregnancy; Hardship; etc...

Retirement Requests

Retirement Application; Retirement Pay/Points Balance Request; etc...

Request for Record Updates

Married Army Couples Program (Joint Spouse); Sole Surviving Son or Daughter
Application; etc...

Request for Awards

Unit Award; ARNG State Awards; etc...

Request for Family Member Travel

Request for Transition from Reserve to Regular Commission

Request Enlistment Extension

Request for Enlisted Commissioning Program

Green to Gold; Officer Candidate School; etc...

Request for Various Waivers



“Theater Level Operations Capability”

Individual and Unit awards and badges - Allows an HR Specialist or a recommending officer to initiate the formal request in DIMHRS (Pers/Pay) to review and evaluate the eligibility of a Member for an honor or award given by one of the branches of the Military Services. A Member can also initiate a request for review of his or her record in order to determine if an honor or award was missed and should be given retroactively.

Evaluations - Evaluations are completely automated from the Rater to HQDA. Permissions can also be delegated to complete evaluations for general staff levels. There is still the ability to complete evaluations when automation is not available.

Promotions – Centralized and decentralized promotion processes are provided within DIMHRS to include subsequent designated Approval Authority. This process also includes the determination of a Service Member’s eligibility for promotion consideration and the recording of projected promotion results.



“Theater Level Operations Capability Con’t”

Line of Duty - Line of Duty process is automated from informal to formal investigations. This will allow Commanders the ability to track processes in making timely decisions for members. If formal Decision is required, the process will start from the investigating officer and end with HQDA.

Theater Personnel Accounting And Strength Operations - Provide a single, joint personnel asset visibility system supporting the Combatant Commanders with accurate and timely data on personnel needed to track Active, Reserve, and Guard personnel into and within a theater of operations in support of operational requirements.



“Army/ASCC G1 Responsibilities”

Functions:

- Awards**
- Strength Management**
- Actions**
- Retention**

Training:

- HR Specialists**
- Managerial**
- End User**
- * Super User**

*** Work order currently being executed to determine where Super Users will be within Army structure**

NOTE: Personnel Actions on Soldiers within this organization will be submitted through supporting unit command channels



“Corps/Division G1 Responsibilities”

Functions:

- Awards**
- Strength Management**
- Actions**
- PEB/MMRB Process**

Training:

- HR Specialists**
- Managerial**
- End User**
- * Super User**

*** Work order currently being executed to determine where Super Users will be within Army structure**

NOTE: Personnel Actions on Soldiers within this organization will be submitted through supporting unit command channels



“Human Resources Sustainment Center and Theater Sustainment Command (HRSC)”

Functions:

Strength Management

Training:

**HR Specialists
Managerial
End User**

Includes Theater R5, Theater Casualty Cell, Theater Postal, Theater PASR

NOTE: Personnel Actions on Soldiers within this organization will be submitted through supporting Brigade S1



“Brigade/Battalion S1s”

Functions:

**Records Maintenance
Strength Management
Retention
Transitions
Actions
Evaluations**

**Disciplinary Actions (Flags)
Casualties
Promotions
Awards**

Training:

**HR Specialists
Managerial
End User
* Super User**

*** Work order currently being executed to determine where Super Users will be within Army structure**



“Functions Breakdown”

Records Maintenance:

- Creates Initial Per/Pay Record for Soldiers (ERB/ORB etc.)**
- Imports DEERS information**
- Inputs the physical fitness criteria/scores**

Strength Management:

- Manages assignments**
- Processes transfers from Components**
- Processes duty status changes**
- Manages mobilization**
- Processes job requisitions**
- Manages unit/member strength reports**
- Processes the Personnel Reliability Program**
- Processes specialty pays**
- Processes reclassifications**

Retention:

- Processes extensions and re-enlistments**



“Functions Breakdown”

Transitions:

- Processes separations**
- Processes retirements**
- Processes discharges**
- Processes Officer transitions**
- Manages Reserve Retirement point accounting**

Actions:

- Process Enlisted commissioning programs**
- Records member accomplishments (military)**
- Records member accomplishments (civilian)**
- Maintains member career preferences**

Manage ePerformance:

- Evaluations**

Promotions:

- Promotions and demotions (Officer Continuation)**



“Functions Breakdown”

Awards:

Honors and Awards

Casualties:

Records incidents and injuries

Casualty Assistance Program

Process non-member evacuee operations

Disciplinary Actions:

Flags

PEB/MMRB Process:

Track illness and report PEB

Process Member Duty Participation: ARNG/USAR requirement



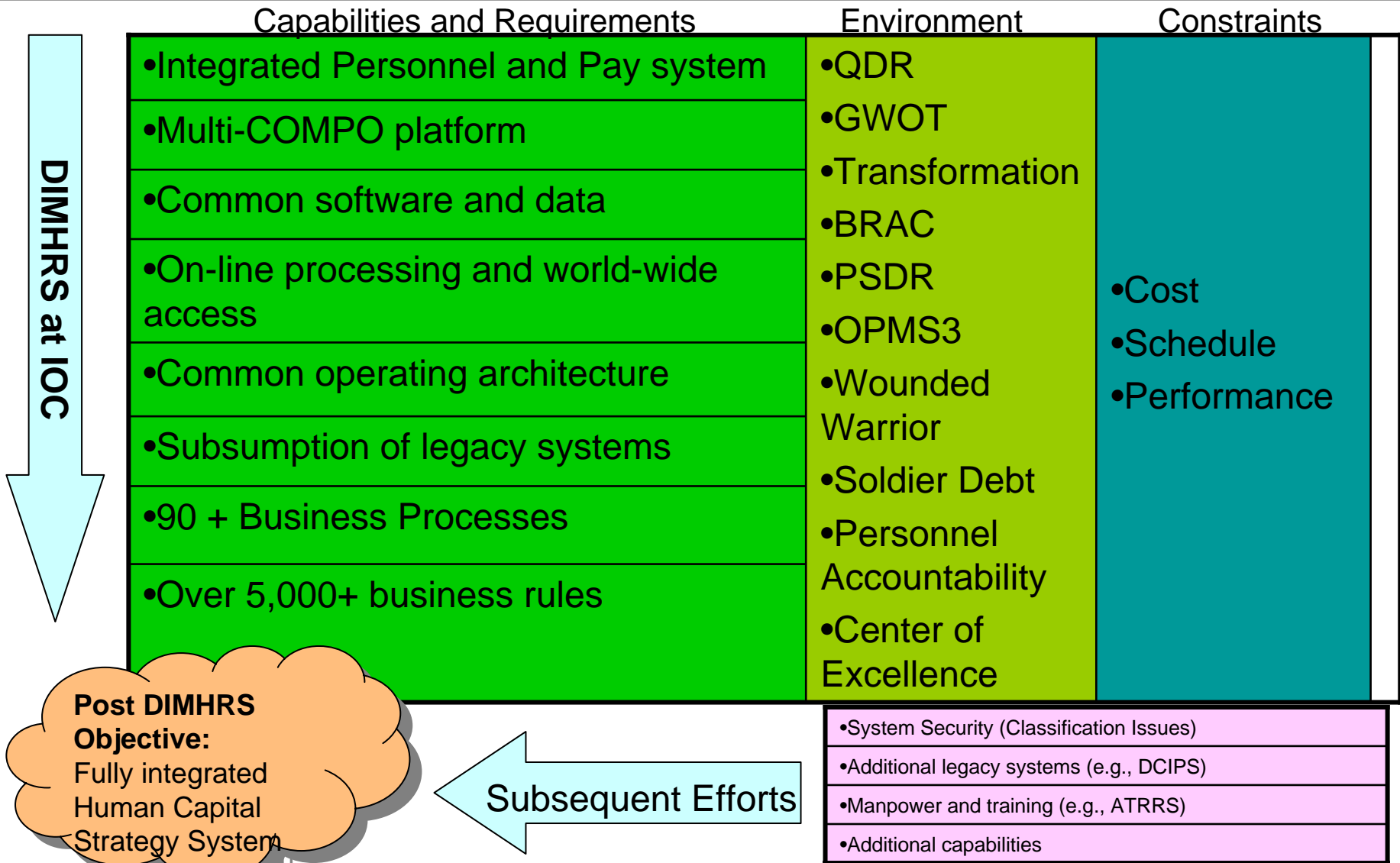
DIMHRS Organizational Impacts Contract: Statement of Objectives Overview

- Objective: The Army is requesting a business case analysis to Identify Army organizational and mission re-alignment requirements for unclassified pay operations under the DIMHRS integrated personnel and pay environment, to include associated impacts on ongoing BRAC initiatives, and the identification and assessment of corresponding COAs to best provide timely and accurate pay support to Soldiers and Commanders.
- Status
- Functional Lead: SSI
- COR: HRC



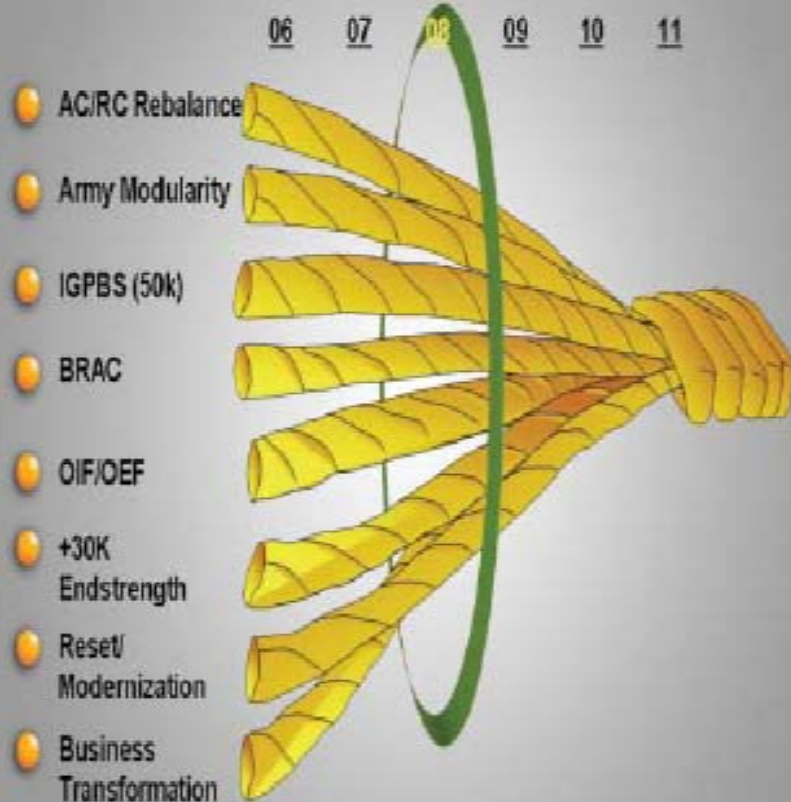


Our Journey





THE ARMY - WAY AHEAD



PSDR

OPMS3

Wounded Warrior

Center of Excellence

Army DIMHRS is part of the Army Fully Integrated Plan:

- Multi-Component Database
- Integrating Personnel and Pay
- Shared data and software
- On-Line World Wide Access
- Subsuming legacy systems



My Main Talking Points

- 480 Days till 1 Apr 2008
- Fielding is 3d Quarter 2008
- Turn-Key Implementation (All Components/All Functions)
- Understand Change Management within DIMHRS
- It is best to subsume and not interface
- Your support is critical to the effort
- It's the process not the software !!!!



Questions & Answers



Contact Information

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